

Centaur Services Ltd. (MWI Animal Health Ltd)

2021 Gender Pay Report

At AmerisourceBergen, we are committed to fostering a global workplace that values all cultural, experiential, philosophical perspectives; creates pathways for every team member to thrive; makes a positive impact on our communities through equitable access to healthcare and is transparent and accountable for progress.

Our commitment to our Diversity, Equity and Inclusion transparency includes gender pay equality and conducting pay equity assessments across our global population to ensure we are compensating our workforce equally for the same roles regardless of gender. We continue to take steps to improve representation at all levels of our global organization and champion the females who make up 57% of our overall workforce, 34% of leadership positions, 46% of manager positions, 30% of our Board of Directors, and 57% of our Executive Management Committee.

For our Centaur Services Ltd. (MWI Animal Health Ltd) operations, we recently completed our gender pay gap (GPG) analysis for 2021 together with our partners at Mercer UK and are pleased to report the results.

The report is based on information as of April 5th, 2021 and outlines the mean and median gender pay based on the hourly rate of payments received in that month. Any bonus payments received during the 12 months leading up to that date are also reviewed and compared by gender.

The Gender Pay Gap (GPG) is the percentage between the hourly earnings between genders (across all jobs). The Gender Bonus Gap (GBP) is the percentage between the bonus payments between genders. The below chart indicates the results from this year's analysis. (The mean result is average payments of all male employees versus the average payments for all female payments. The median result is the middle value of pay for men versus the middle value of pay for women.)

	Mean	Median
Gender Pay Gap (GPG)	-2.5%	-0.6%
Gender Bonus Gap (GBP)	25.0%	30.7%

*A Negative (-) figure indicates when a male is paid less than a female

Both the mean and median GPGs have widened slightly since last year but in the favour of **females**. In terms of the GBP, the mean has reduced since 2020 but the median has increased. We believe this is likely to be the result of higher performance bonus payments overall in the last year.

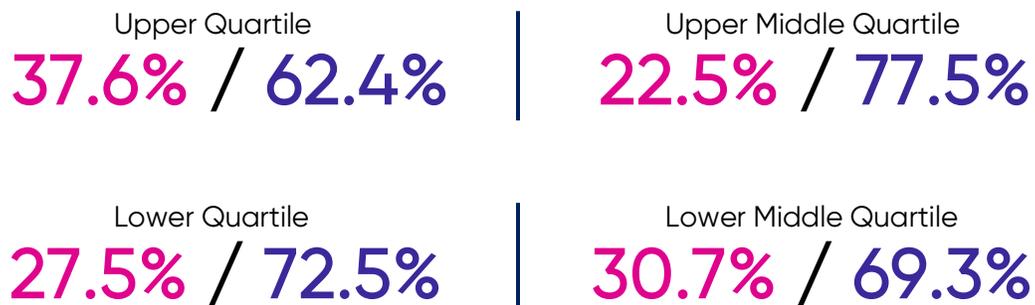
This GPG result is well below the overall UK median of 12.1% as well as within the Healthcare sector (8.5%).

As of 2021, there is a higher proportion of males employed at Centaur Services Ltd. however the percentage of females increased in the upper quartile.

Percentage of Employees Receiving a Bonus Payment



Percentage of Female/Male in each Hourly Pay Quartile



In our commitment to Diversity, Equity and Inclusion we are continuing to engage third parties so that we can continue to measure our progress and identify any opportunities around gender pay equality.

For questions, please contact corporateresponsibility@amerisourcebergen.com

I confirm that the data reported is accurate and meets the requirements under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



David Tinsley

VP MWI & Managing Director, AmerisourceBergen Animal Health UK